

Introduction

A responsibility delegated to the Utah Department Workforce Services (DWS) by the Employment and Training Administration of the U.S. Department of Labor is providing the community characteristics that Utah employers need to prepare their affirmative action plans. The purpose of an affirmative action plan is to assure that all of the employees of a company have equal employment opportunities within that company. That is, that discrimination on the basis of sex, race, ethnic status, or age does not exist in that company. The requisite community characteristics, or equal employment opportunity (EEO) data, are numbers and percentage distributions of population, labor force, and occupational groups by ethnic groups and women.

The primary source of EEO characteristics is the decennial U.S. Census of Population. The "Utah Equal Employment Opportunity Information from the 1990 Census" was published by the Utah Department of Employment Security (now DWS) in March 1993 when the census data were first released. Because of the rapid population and employment growth throughout Utah, updated estimates of the population and labor force by ethnic group for Utah's counties were published in 1996. Continuing growth and demographic changes have necessitated the additional update presented in this report. This more current information will help employers accurately reassess their affirmative action plans for women and minority ethnic groups. Because of general interest in local labor force characteristics, this report will also be useful to many other individuals and organizations.

Description of Report

Geographical areas covered by the Utah EEO report are the State of Utah, its 29 counties, the Salt Lake City-Ogden Metropolitan Statistical Area (MSA), and the United States. The new data presented in this report comprise tables 1 and 3 for each area. Table 2 is unchanged from the previous two editions because there is no way to adequately update occupational data by ethnic group and gender except with a comprehensive population survey such as a decennial census. However, Table 2 does contain the percentages necessary to apply the 1990 Census occupational distributions to more recent totals.

Table 1 provides general population and labor force characteristics for 1997. The total and ethnic group population estimates for 1997 were prepared by the U.S. Bureau of the Census. The civilian labor force and component totals for Utah and each county were prepared by DWS in cooperation with the U.S. Bureau of Labor Statistics (BLS), U.S. Department of Labor. The county labor force estimates by ethnic group and women are based on corresponding 1990 census estimates and on the 1997 ethnic group population estimates, supplemented with considerable analyst's judgement.

Occupational distributions of the civilian labor force for ethnic groups and women comprise Table 2 for each area. The basic 1990 Census occupational tabulation from which these tables were derived is the 1990 Equal Employment Opportunity File, which was published on compact discs (CD-ROM). It contains 501 occupational titles for each area; these are listed by group in Appendix A. These occupational groupings were determined by the Bureau of the Census and presented on the CD, from which they were extracted for Table 2. They closely match the categories suggested by the Equal Employment Opportunity Commission for use by nongovernment employers. Data for specific occupations are available from the Workforce

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of DWS. These occupational data are based on census sample results and are subject to reporting errors and to sampling variability. (See 1990 Census publications for explanations of sampling procedures and reliability of estimates.)

Table 3 presents a summary of the DWS active file as of March 31, 1999, of applicants by broad occupational category for ethnic minorities, women, persons age 45 and older, and veterans. Represented in this table are people who had registered with Workforce Services and were actively looking for work; however, they may already be employed. The nearly 72,000 active applicants in this data base probably comprise a fairly small share of the total number of people in the market for a job, but this is the only portion of that aggregation for which occupational distributions exist. All but three (Daggett, Morgan and Rich) of Utah's 29 counties have their own DWS employment center; a Table 3 is thus presented for each of these 26 counties. Daggett County applicants are included with those of Uintah County, Morgan County with Weber County and Rich County with Cache County.

Appendix B shows the types (divisions) of jobs in each occupational category in Table 3. This table is based on the Dictionary of Occupational Titles, 1991 Revision.

Labor Market Resources

It is important for employers to investigate all available labor market resources when searching for minorities and women to fill job vacancies. But first, employers should strongly consider their own employees for these job openings. Barriers may exist that deny present female or minority employees equal access to certain employment levels, or to the training needed to qualify for higher-level jobs. Additional recruitment efforts may be focused on the unemployed, people employed by other firms, potential workers who are not currently in the labor force, and workers from outside the area who might enter the local labor market if they felt suitable jobs were available.

Service to Employers

The Utah Department of Workforce Services has a statewide network of employment centers ready to serve employers. These offices have trained staff to assist employers in nondiscriminatory recruitment and pre-screening of qualified applicants. Through this network and a national clearance system, out-of-area recruitment can be utilized when necessary. Workforce Services can advise employers regarding publicly-sponsored job training programs. Employment centers can provide most services directly or can serve as a local contact through which other services to employers are available.

Utilization Analysis Requirements

This report does not contain the specific requirements with which federal contractors must conform in making a required utilization analysis. For technical assistance regarding these requirements, please contact:

Office of Federal Contract Compliance

#10 West Broadway, Suite 305
Salt Lake City, Utah 84101
(801) 524-4470

General Demographic and Economic Trends

Certain aspects of EEO data are of considerable general interest. For example, the Table 1 population and labor force estimates by ethnic group and women for the counties of Utah could be a topic for articles in local newspapers throughout the state. In addition, the 1997 ethnic population estimates and distributions could be compared to data from the 1990 Census or to that from other areas. This section presents a summary of demographic and economic estimates and analysis of selected EEO and closely related data.

Utah's Population by Race and Hispanic Origin

Estimates prepared by the U.S. Bureau of the Census show that, from 1990 to 1997, Utah's total population of members of ethnic minority groups increased by 45.8 percent, compared to an increase of 17.0 percent for the nonminority residual and 19.5 percent overall. The following table presents growth and distribution percentages for each of the four minority ethnic groups. Note that, despite the far more rapid growth of the ethnic minority population groups, the vast majority of Utahns are still nonminority -- 89.3 percent in 1997 compared to 91.2 percent in 1990 and 92.7 percent in 1980.

In the United States, ethnic minorities comprise 27.3 percent of the total population, compared to 10.7 percent for Utah. The table illuminates the major differences between the ethnic distributions of Utah and the U.S.

Large differences are also evident between the 1990 to 1997 rates of growth of the ethnic groups comprising the populations of Utah and the United States. Overall, Utah's population increased at nearly triple the national rate. Similarly, Utah's composite of the minority ethnic groups expanded at more than double the comparable U.S. figure. Most startling is the estimate that Utah's ethnic nonminority population grew at five times the minimal increase of the U.S. nonminorities.

Utah's Population by Race and Hispanic Origin 1990 and 1997

	1990			1997			1990 - 1997	
	Population	Percentage Dist.		Population	Percentage Dist.		Percentage Chg.	
		Utah	U.S.		Utah	U.S.	Utah	U.S.
Both Sexes Total	1,722,850	100.0	100.0	2,059,148	100.0	100.0	19.5	7.6
Black	11,576	0.7	12.1	17,543	0.9	12.7	51.5	13.2
American Indian	24,283	1.4	0.8	29,069	1.4	0.9	19.7	18.5
Asian/Pacific Islander#	34,264	2.0	3.0	50,863	2.5	3.7	48.4	33.4
Hispanic*	81,473	4.7	8.5	123,479	6.0	10.0	51.6	26.8
Total Ethnic Minority	151,596	8.8	24.4	220,954	10.7	27.3	45.8	20.6
Non-minority	1,571,254	91.2	75.6	1,838,194	89.3	72.7	17.0	3.4

Female	28.2	32.9	38.1	42.6	45.7	46.3
Male	71.8	67.1	61.9	57.4	54.3	53.7

Sources: U.S. Bureau of the Census; U.S. Department of Labor, Bureau of Labor Statistics.

Labor Force Participation of Utah Men and Women

The 1950 Census indicated that 25 percent of Utah's working-age (16 years and older) women were in the labor force (either working or looking for work). By comparison, 30 percent of U.S. women participated in the labor force. During the following 47 years, great economic, technological, and social changes have drastically altered the nature of work and attitudes about work. As depicted in the following table, these have resulted in progressively higher rates of female participation in Utah and in the United States. Concurrently, male participation rates have remained roughly unchanged. Thus, due largely to the greater likelihood of women being in the labor force, the overall labor force participation is much greater than it was in 1950.

Civilian Labor Force Participation Rates By Gender Utah and United States Selected Years 1950 through 1997

	1950	1960	1970	1980	1990	1997
Utah	52.5	57.4	58.9	64.2	68.0	71.7
Female	25.3	33.5	41.5	49.8	58.6	62.5
Male	82.5	82.3	77.4	79.3	77.8	81.5
United States	54.0	60.0	58.0	62.0	65.3	67.1
Female	30.0	37.7	43.3	49.9	56.8	59.8
Male	80.0	83.3	79.7	75.1	74.4	75.0

Sources: U.S. Bureau of the Census; U.S. Department of Labor, Bureau of Labor Statistics.

Characteristics of Active Applicants

Women comprise 45.8 percent of Utah's March 31, 1999 active applicants file, which closely corresponds to their share of the total unemployed (45.1 percent in 1997). Similarly, 18.1 percent of the active file are members of ethnic minority populations; 18.9 percent of the jobless are ethnic minorities. From approximately three years prior (the April 30, 1996 active file), the respective percentages are 42.7 for women and 13.6 for ethnic minorities. It may thus be observed that

DWS is apparently serving both of these populations more effectively. Not surprisingly, female active applicants are clustered in the occupations typically held by women and comprise very small shares of the applicants with traditionally male occupations. Moreover, ethnic minorities are over-represented in machine trades and packaging/materials handling, while they are grossly under-represented in applications for professional/technical/managerial jobs.